

CHAPTER 17 - EMPLOYEE ORGANIZATIONS

17.1 GENERAL

The Department of Emergency and Military Affairs recognizes no union or other organization as a bargaining unit or representation entity for its state employees. Although employees are free to join any organization not contrary to the code of conduct for state employees or ARS provisions, these organizations are not acknowledged as official entities.

Employees are encouraged to present their concerns to their supervisory chain for resolution. Most problems can be resolved through a cooperative, informal procedure, which is beneficial both to the employee and the Agency.

Employees may have representation at hearings and proceedings; however, a union or association will not be recognized as an official representative or agent. Further, an employee is not entitled to representation during any internal administrative investigation.